

95-0221 15 Emergency Incident/Fire Safety Services [9]

REGISTER OF WAGE DETERMINATIONS UNDER 3 U.S. DEPARTMENT OF
LABOR
THE SERVICE CONTRACT ACT 3 EMPLOYMENT STANDARDS
ADMINISTRATION
By direction of the Secretary of Labor 3 WAGE AND HOUR DIVISION
3 WASHINGTON, D.C. 20210
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William W. Gross Division of Wage 3 Wage Determination No: 1995-
0221
Director Determinations 3 Revision No: 15
3 Date Of Revision:

05/23/2005

NATIONWIDE: Applicable in the continental U.S., Hawaii and Alaska.
Alaska: Entire state.
Hawaii: Entire state.
Midwestern Region: Illinois, Indiana, Iowa, Kansas, Michigan,
Minnesota,
Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin
Northeast Region: Connecticut, Maine, Massachusetts, New Hampshire, New
Jersey,
New York, Pennsylvania, Rhode Island, Vermont
Southern Region: Alabama, Arkansas, Delaware, District of Columbia,
Florida,
Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina,
Oklahoma,
South Carolina, Tennessee, Texas, Virginia, West Virginia
Western Region: Arizona, California, Colorado, Idaho, Montana, Nevada,
New
Mexico, Oregon, Utah, Washington, Wyoming

****Fringe Benefits Required Follow the Occupational Listing****

Employed on contracts for Emergency Incident and Fire Safety services.

OCCUPATION CODE - TITLE MINIMUM WAGE RATE

(not set) - Emergency Medical Technician
Alaska 13 .36
Midwestern Region 12 .13
Hawaii 11 .56
Northeast Region 13 .38
Western Region 13 .19
Southern Region 12 .31
(not set) - Environmental Protection Specialist
Alaska 30 .84
Hawaii 28 .55
Northeast Region 31 .12
Western Region 27 .33
Midwestern Region 25 .95
Southern Region 26 .43

(not set) - Fire Safety Professional
Alaska 30 .84
Midwestern Region 25 .95
Southern Region 26 .43
Hawaii 28 .53
Northeast Region 31 .12
Western Region 27 .33
05190 - Motor Vehicle Mechanic
Alaska 23 .92
Southern Region 16 .51
Hawaii 15 .90
Northeast Region 17 .73
Western Region 19 .10
Midwestern Region 18 .89
05220 - Motor Vehicle Mechanic Helper
Alaska 17 .31
Hawaii 12 .24
Northeast Region 13 .80
Western Region 12 .93
Midwestern Region 12 .25
Southern Region 10 .66
11300 - Refuse Collector
Alaska 10 .42
Hawaii 9 .64
Western Region 8 .68
Midwestern Region 8 .92
Southern Region 6 .75
Northeast Region 10 .18
21071 - Forklift Operator
Alaska 19 .87
Midwestern Region 14 .28
Southern Region 11 .80
Hawaii 15 .48
Northeast Region 13 .96
Western Region 15 .27
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
Northeast Region 11 .17
Western Region 11 .49
Alaska 12 .84
Hawaii 10 .12
Southern Region 10 .86
Midwestern Region 11 .34
23160 - Electrician, Maintenance
Alaska 28 .44
Midwestern Region 21 .35
Northeast Region 22 .89
Hawaii 24 .51
Southern Region 18 .25
Western Region 21 .79
23440 - Heavy Equipment Operator
Alaska 23 .26
Midwestern Region 18 .89
Southern Region 16 .51
Hawaii 16 .55
Northeast Region 17 .73
Western Region 19 .10
23470 - Laborer

Alaska 14 .12
Midwestern Region 11 .49
Southern Region 9 .34
Hawaii 13 .70
Northeast Region 11 .59
Western Region 10 .85
23530 - Machinery Maintenance Mechanic
Midwestern Region 16 .37
Alaska 26 .54
Western Region 16 .23
Northeast Region 17 .12
Hawaii 26 .19
Southern Region 12 .96
23580 - Maintenance Trades Helper
Alaska 19 .40
Midwestern Region 15 .41
Hawaii 14 .97
Western Region 13 .37
Southern Region 13 .03
Northeast Region 14 .39
27070 - Firefighter
Alaska 10 .75
Northeast Region 7 .39
Hawaii 8 .76
Midwestern Region 6 .72
Southern Region 6 .78
Western Region 7 .39
31030 - Bus Driver
Midwestern Region: 1 1/2 to 4 tons 16 .08
Midwestern Region: over 4 tons 16 .81
Midwestern Region: under 1 1/2 tons 12 .04
Southern Region: 1 1/2 to 4 tons 14 .70
Southern Region: over 4 tons 15 .23
Southern Region: under 1 1/2 tons 8 .18
Alaska 19 .52
Hawaii 12 .67
Northeast Region: 1 1/2 to 4 tons 16 .49
Northeast Region: over 4 tons 17 .21
Northeast Region: under 1 1/2 tons 12 .79
Western Region: 1 1/2 to 4 tons 15 .14
Western Region: over 4 tons 15 .57
Western Region: under 1 1/2 tons 9 .54
31361 - Truckdriver, Light Truck
Alaska 18 .27
Midwestern Region 12 .04
Southern Region 8 .18
Hawaii 9 .99
Northeast Region 12 .79
Western Region 9 .54
31362 - Truckdriver, Medium Truck
Alaska 19 .81
Midwestern Region 16 .08
Southern Region 14 .64
Hawaii 12 .66
Northeast Region 16 .49
Western Region 15 .14
31363 - Truckdriver, Heavy Truck

Alaska 20 .91
Northeast Region 17 .21
Southern Region 15 .23
Hawaii 13 .82
Western Region 16 .14
Midwestern Region 16 .81
31364 - Truckdriver, Tractor-Trailer
Midwestern Region 20 .00
Southern Region 16 .01
Northeast Region 17 .33
Western Region 16 .48
Alaska 22 .02
Hawaii 14 .06

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

VACATION (Hawaii): 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HEALTH & WELFARE (Hawaii): \$1.29 an hour for all employees on whose behalf the

contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$2.87. For information regarding the Hawaii prepaid Health Care Act, please contact the Hawaii Employers Council.

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:
The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations," Fourth Edition, January 1993,

as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents,

U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job

descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard

Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which

is not listed herein and which is to be employed under the contract (i.e., the

work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract.

{See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the

contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond

paper.

When preparing a conformance request, the "Service Contract Act

Directory of

Occupations" (the Directory) should be used to compare job definitions to insure

that duties requested are not performed by a classification already listed in

the wage determination. Remember, it is not the job title, but the required

tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or

subdivide classifications listed in the wage determination.

** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS **

Emergency Medical Technician

Provides para-professional medical services activities, including medical, minor

surgical, evacuation and related administrative task under supervision of the

physician in charge.

Environmental Protection Specialist

(Occupation Description Not Available)

Fire Safety Professional

(Occupation Description Not Available)